

Criteria for the Accreditation of Labour Brokers in the Metal and Engineering Industries

- ▶ The company's registration
- ▶ Membership of the CEA-LBD
- ▶ The registration number issued by the MEIBC in respect of the temporary employment services in pursuance of the Council's Registration and administration Agreement. (MIBFA number)
- ▶ An affidavit warranting compliance with regard to Legislation, and Collective Agreement
- ▶ Correct rates are being made according to the MEIBC collective agreements and including all benefits
- ▶ Physical business address of the Labour Broker
- ▶ A list of the labour broker's clients which will remain confidential between the member and the MEIBC
- ▶ Copies of current exemption to the main agreement, if applicable
- ▶ Employment contracts to be available for inspection
- ▶ Letter of good standing from the Compensation Commissioner
- ▶ Letter of good standing from the Unemployment Insurance Fund
- ▶ Tax clearance certificate from SARS
- ▶ Proof of submission of Employment Equity reports if applicable
- ▶ BEE certificate or scorecard if applicable
- ▶ The registration number allocated by the Director-General of Labour and/or a certificate of registration in respect of section 24 of the Skills Development Act
- ▶ The company policy on ethics must conform to the LBD code of ethics
- ▶ The company is up to date with all MEIBC dues
- ▶ Contributor towards CAPES

Constructional Engineering Association of South Africa



CEA
CONSTRUCTIONAL ENGINEERING
ASSOCIATION OF SOUTH AFRICA

Labour Broking Division

Member of the Steel and Engineering Industries Federation of Southern Africa

This is to certify that:

ALOS Holdings (Pty) Ltd

Member No: 9475

Has been audited in terms of the Labour Brokers criteria and found to be compliant

Valid from 25 October 2016 to 24 October 2017

Norlex Associates
Auditor

Signature

L Breckenridge
Executive Director (CEA) (SA)

Signature

L Trentini
Operations Director (SEIFSA)

Signature